Research Report 1231

LEVEL II

THE EFFECT OF EVALUATOR ATTITUDES ON SUBJECTIVE RATINGS OF UNIT STRUCTURE IN PHASE II OF THE "RESTRUCTING OF THE HEAVY DIVISION" TEST

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U. S. Army

Research Institute for the Behavioral and Social Sciences

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This report presents the results of a research effort which was conducted in response to a request by the TRADOC Combined Arms Test Activity (TCATA) that ARI investigate the influence of evaluator bias on the results of the Restructuring of the Heavy Division Test, Phase II (FT 382A). More specifically, there was a need to determine whether or not field test evaluators held pretest attitudes toward the restructuring concept, and if so, to determine the extent and manner in which these attitudes influenced the ratings which the

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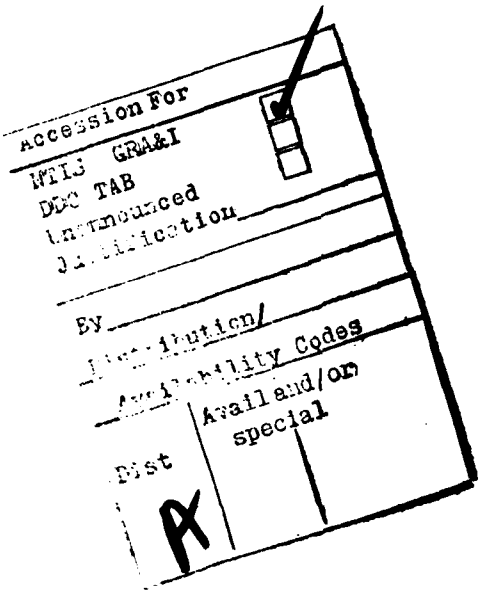
Evaluators gave to various aspects of the concept during the course of the field test. The results showed that in the process of evaluating the division restructuring concept, many evaluators shifted from a neutral position regarding whether the H-TOE or the T-TOE was the better unit structure to a position showing a definite preference for one TOE over the other. However, statistical analyses did not show any relationship between evaluators' pretest attitude scores and evaluators' ratings of unit structure in the field test. It was concluded that evaluator subjective ratings of various aspects of the division restructuring concept in the field test were not a function of any positive or negative personal attitudes that the evaluators might have held prior to the DRS test.



Research Report 1231

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FOREWORD

The use of subjective evaluations in assessing the value of a concept has inherent within it the risk of incorrect conclusions because of the effects of bias from various personal feelings that evalutors may hold with respect to the concept. The present report presents the results of an investigation to determine whether this was a determining factor in the results of the Restructuring of the Heavy Division Test (FT 382A). The research was conducted by the Army Research Institute for the Behavioral and Social Sciences, Fort Hood Field Unit, in response to a Human Resources Need sponsored by the TRADOC Combined Arms Test Activity (TCATA). The work was carried out under Army Project 2Q263743A775, FY 78 and FY 79 Work Programs, Human Performance in Field Assessment, and occurred concurrently with Phase II of the Restructuring of the Heavy Division Test (FT 382A) in August and September, 1978, at Fort Hood, Texas. This report supplements the TCATA report from that project.

Joseph Zeidner

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Technical Director

THE EFFECT OF EVALUATOR ATTITUDES ON SUBJECTIVE RATINGS OF UNIT STRUCTURE IN PHASE II OF THE "RESTRUCTURING OF THE HEAVY DIVISION" TEST

BRIEF

REQUIREMENT

This report presents the results of a research effort which was conducted in response to a request by the TRADOC Combined Arms Test Activity (TCATA) that ARI investigate the influence of evaluator bias on the results of the Restructuring of the Heavy Division Test, Phase II (FT 382A). More specifically, there was a need to determine whether or not field test evaluators held pretest attitudes toward the restructuring concept, and if so, to determine the extent and manner in which these attitudes influenced the ratings which the evaluators gave to various aspects of the concept during the course of the field test.

PROCEDURE:

A questionnaire was administered to those individuals who served as evaluators in the Division Restructuring (DRS) test in order to measure their attitudes toward the division restructuring concept. The questionnaire was first administered prior to the beginning of the field trials of the test, and then again after the field trials were completed and the evaluators had completed their evaluations of units which were structured along DRS lines. Data from the questionnaires and the evaluations were then analyzed to determine how evaluator attitudes changed as a result of experience with the division restructuring concept, and, more importantly, to determine to what extent given pretest attitudes were associated with positive or negative ratings of various aspects of the division restructuring concept.

FINDINGS:

- In the process of evaluating the division restructuring concept, many evaluators shifted from a neutral position regarding whether the H-TOE or the T-TOE was the better unit structure to a position showing a definite preference for one TOE over the other.

- Statistical analyses did not show any relationship between evaluators' pretest attitude scores and evaluators' ratings of unit structure in the field test.

- It was concluded that evaluator subjective ratings of various aspects of the division restructuring concept in the field test were not a function of any positive or negative personal attitudes that the evaluators might have held prior to the DRS test.

UTILIZATION OF FINDINGS:

These findings supplement the TCATA report from the field test of the Restructuring of the Heavy Division Test, Phase II (FT 382A), and were used in determining the validity of evaluator ratings in that test.

THE EFFECT OF EVALUATOR ATTITUDES ON SUBJECTIVE RATINGS OF UNIT STRUCTURE IN PHASE II OF THE "RESTRUCTURING OF THE HEAVY DIVISION" TEST

CONTENTS

THE EFFECT OF EVALUATOR ATTITUDES ON SUBJECTIVE RATINGS OF UNIT STRUCTURE IN PHASE II OF THE "RESTRUCTURING OF THE HEAVY DIVISION" TEST

INTRODUCTION

The attitudes which an individual holds with respect to a given concept can potentially be very potent determiners of his subjective evaluation of that concept in a test situation, thus preventing an objective assessment of the concept. This problem was of particular concern in the Restructuring of the Heavy Division Test (FM 382) because of the importance of the concept and because of the familiarity most Army evaluators already have with division organization.

This problem was initially investigated by the Army Research Institute (ARI) during Phase I of the Division Restructuring (DRS) test, conducted by TCATA (TRADOC Combined Arms Test Activity) in October, November, and December of 1977 at Ft. Hood, Texas. An instrument was developed to measure evaluator pretest attitudes toward the DRS concept and the results were compared to the subjective ratings which the evaluators gave to various aspects of the concept in order to determine if the two were associated in some way. It was found at that time that the pretest attitudes which a test evaluator held toward the division restructuring concept were not predictive of the ratings that the evaluator eventually gave to those aspects of the concept which he was responsible for subjectively evaluating.[1] Even though most evaluators did demonstrate positive or negative feelings toward the DRS concept before the test began, they were, nevertheless, able to evaluate the concept rather objectively without being influenced by these personal feelings.

In order to determine whether this finding would also characterize the evaluators who were used in the second phase of the DRS test (conducted by TCATA in September of 1978 at Ft. Hood, Texas), the ARI field unit at Fort Hood conducted an investigation similar to the one conducted in Phase I of the test. The purpose was to measure DRS attitudes held by the evaluators and to determine if they influenced the subjective ratings made by the evaluators during the test. This paper reports the results of that investigation.

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[1]Smutz, E.R. and Actkinson, T.R. Evaluator Attitudes Toward T-TOE and H-TOE Unit Structures in the Maneuver Battalion Phase of the "Restructuring of the Heavy Division" Test. ARI Research Problem Review 79-4, March 1979.

METHOD

The instrument which was used to measure evaluator attitudes toward the division restructuring concept was identical to that used in Phase I of the DRS test. The instrument was a relatively short questionnaire, of which there were two forms; A and B. Form A is shown in Appendix A. Form B differed only in that the answers to the questions were reversed.

As mentioned in the previous report of Phase I, it should be recognized that this questionnaire was not validated to determine if it accurately measured attitudes toward the T-TOE (TOE based on the division restructuring concept) and the H-TOE (current unit TOE) unit structures. No criterion group existed that could be used to validate the instrument. However, the logical development of the instrument dictated the inclusion of questions from each functional element of combat, viz. combat maneuver, combat support, combat service support, and command and control. Thus, the instrument had a high degree of face validity.

The questionnaire was administered to individuals who served as evaluators in the second phase of the DRS test. The rank of these evaluators ranged from Sergeant to Lieutenant Colonel. The first administration was on 28 August 1978 while the evaluators were inprocessing and learning what their duties as evaluators in the DRS test would be. The questionnaire was administered a second time on 28 September 1978, after the field trials of the test were completed. The purpose of the second administration was for the purpose of determining how evaluator attitudes toward the DRS concept changed as a result of evaluating various aspects of it. It should be noted that this latter consideration was only of secondary importance in this study. Of primary importance was the determination of whether or not pretest attitudes toward the division restructuring concept influenced subjective evaluations of the concept during the test.

Of 206 evaluators and data collectors who were in positions requiring that they make subjective evaluations in the test, 128 (62%) completed the questionnaire on both the first and second administrations. These samples are of sufficient magnitude so as to allow for generalization of the results to all of the evaluators as a whole.

Analysis of the questionnaires was acomplished by assigning numerical values to each question in a questionnaire as follows: H series is much better = -2; H series is better = -1; No difference or Don't Know = 0; T series is better = +1; T series is much better = +2. Summing values across each question in a given questionnaire and calculating the mean resulted in a numerical score which represented an evaluator's attitude toward unit structure. A negative value represented a favorable attitude toward the H series type of organization, a positive value represented a favorable attitude toward the T series type of organization, and a 0 value represented an attitude which favored neither type of organization

over the other. An evaluator's attitude toward unit structure was calculated for each administration of the questionnaire.

In order to answer the primary question of whether or not evaluators' attitudes toward the DRS concept influenced their subjective evaluations of aspects of the T series unit structure during the DRS test, two statistical measures were used. Spearman's rank order correlation coefficients were calculated to measure the degree of association between attitude scores from the first administration of the questionnaire and ratings on selected questions from the data collection forms used in the test requiring the use of either 5 or 7 category rating scales. A total of 82 correlation coefficients were calculated on 59 different questions. These questions are listed in Appendix B.

For questions which required a dichotomous "yes" or "no" response from the evaluator, Fisher's exact probability test was used to determine if those evaluators who favored the T series organization gave more "yes" or more "no" responses to a given question than evaluators who favored the H series structure or who favored neither structure over the other. Seven of these analyses were computed on the seven questions listed in Appendix C.

Many of the field test questions were answered by the evaluators twice a day (once in the morning and once in the afternoon) for all eight days of the test. Data that were analyzed in this report were from test questions sampled at various times throughout the field test. For example, questions 6a, 6b, and 6c from Form M-12-1 were sampled as follows: Question 6a - September 22, morning; Question 6b - September 22, afternoon; Question 6c - September 23, morning; Question 6a - September 23, afternoon; etc. Thus, the overall analysis included questions concerned with various aspects of the DRS concept which were answered at various times throughout the conduct of the DRS test.

Data from some of the evaluators were not analyzed using the above mentioned statistical methods. The reasons for this included: 1) there were not enough evaluators in some areas answering the same question at a given time to perform any meaningful statistical analysis (as was the case, for example, with the Redeye evaluators, of which there were only four), and 2) one group of evaluators all showed essentially a neutral attitude toward the DRS concept. This latter point characterized the ammunition evaluators, ten of which had pretest attitude scores of 0, with just two having scores somewhat in favor of the T series organization.

Nevertheless, the analyses that were performed for this report included over half of the evaluators involved in the test (112 out of 206), and consequently the results can be generalized to all of the evaluators as a whole.

It should also be noted that while not all of the questions calling for a subjective rating were analyzed, those questions which were analyzed were representative of the type of subjective questions used throughout the test and thus the assumption was made that the results would apply to other subjective questions in the test.

RESULTS

ATTITUDE CHANGE OVER TIME

Table 1 summarizes the results from the attitude questionnaire. It can be seen that before the test began almost half of the evaluators (48%) showed no preference for one type of organization over the other, while the remaining evaluators were about evenly divided in their preference for the T-TOE (29%) and the H-TOE (23%) unit structures. Furthermore, the magnitude of the preference for one TOE over the other was the same, on the average, for both of the groups showing a preference; viz. +0.71 for the group which preferred the T-TOE type of organization and -0.71 for the group which preferred the H-TOE type of organization. These represent mild preferences for either the T-TOE or H-TOE unit structures.

Table 1. Number And Percent of Evaluators Who Favored Either The T Series TOE, The H Series TOE, or Neither TOE. Average Attitude Scores for Each Group Are Also Presented.

		PRETEST RESULTS		POSTTEST RESULTS	
		Number of Evaluators	Average Attitude Score	Number of Evaluators	Average Attitude Score
TOE Structure Which Was Favored	T-TOE	37 (29%)	+ 0.71	41 (37%)	+ 0.69
	Neither	62 (48%)	0.00	14 (11%)	0.00
	H-TOE	29 (23%)	-0.71	67 (52%)	-0.91
	Total	128		128	
Overall Average			+ 0.04		-0.22

By the end of the test the feelings of the evaluators had changed to some extent. Only a few of them (11%) showed no preference for a given TOE, while half of them (52%) had come to prefer the H-TOE unit structure (average score = -0.91) and the remainder (37%) had come to prefer the T-TOE unit structure (average score = +0.69). A chi-square test showed that this change over time in the proportion of evaluators showing a preference for a given TOE was statistically significant ($X^2(2)=45.96; p<0.001$).

It should be noted that these results parallel those obtained in Phase I of the DRS test in that the proportion of individuals who were neutral in their feelings toward the DRS concept decreased as those individuals gained experience with the concept. However, the present results differ from those of the earlier study in that more evaluators came to prefer the H-TOE structure over the T-TOE structure in the present study, whereas just the opposite was true in the previous study, i.e. more evaluators preferred the T-TOE structure over the H-TOE structure. Also, statistical analysis did not show the magnitude of the preference within each group to change across administrations, as was the case in the previous study.

The average preference of all of the evaluators paralleled the change in proportion of evaluators showing a preference for a given TOE. On the first questionnaire administration, given before the test began, the average attitude score was +0.04, indicating no significant preference, overall, for one type of TOE organization over the other. However, the results of the second administration, after the DRS concept had been thoroughly evaluated, showed a statistically significant change in the direction of a preference (average score = -0.22) for the H-TOE type of organization (H_0: $=0; t(127)=2.75; p<0.01$).

Thus, the present results generally confirm the results from Phase I in that more and more individuals came to have positive or negative feelings toward a given type of organization as they gained experience with that organization. However, they differed from the previous results in the direction of the evaluators' final preferences; viz. in favor of the T-TOE unit structure in Phase I, but in favor of the H-TOE unit structure in Phase II.

RELATIONSHIP BETWEEN ATTITUDES AND FIELD EVALUATIONS

No statistically signifcant relationship was shown to exist between pretest attitude scores and subjective evaluations made in the field test. Out of 89 correlation coefficients that were computed on such data, only two reached statistical significance at the 0.05 level of probability. This is no greater than what one might expect by chance alone when computing statistical analyses on such a large number of sets of data.

Similar results were obtained with the analyses using Fisher's exact probability test, where none of the analyses were significant at the 0.05 level of probability.

Thus, from the above results, one has no basis for concluding that there was a relationship between pretest evaluator attitudes toward a given TOE and evaluator subjective evaluations during the test. This finding confirms the findings from the previous report from Phase I of the DRS test.

CONCLUSIONS

This study's major purpose was to determine whether or not evaluators of the Division Restructuring Test, Phase II, had positive or negative attitudes toward the TOEs which they were evaluating, and if so, to determine whether or not these feelings influenced the ratings they gave on questions calling for subjective evaluations in the test.

Furthermore, there was a need to determine whether the answers to these same questions in the report from Phase I of the DRS test were confirmed or disconfirmed.

The general results from this study confirm those from the Phase I study. In both cases many individual evaluators had definite positive or negative attitudes about TOE structure before the test began and more and more evaluators developed such feelings as the test progressed. However, the pretest attitudes of the evaluators had no demonstrable effect on evaluator ratings in either Phase I or Phase II of the DRS test.

APPENDIX A

DIVISION RESTRUCTURING STUDY (DRS)

OPINION SURVEY

(Form A)

DATA REQUIRED BY THE PRIVACY ACT OF 1974

TITLE: DRS Opinion Survey

PRESCRIBING DIRECTIVE: AR 70-1

AUTHORITY: 10 USC Sec 4503

PURPOSE(s): The data collected with the attached form are to be used for research purposes only.

This is a data collection form developed by the U.S. Army Research Institute for the Behavioral and Social Sciences pursuant to its research mission as prescribed in AR 70-1. When identifiers (e.g., name) are requested they are to be used for administrative and statistical control purposes only. Full confidentiality of the responses will be maintained in the processing of these data.

OPINIONS OF TOE STRUCTURES

NAME _____

RANK _____

Please answer the following questions as accurately and as honestly as you can. For each question, circle the letter in front of the answer that best represents your opinion at the present time.

Remember that Army units are currently organized according to the H series TOE, while the restructured units will be organized according to a T series TOE.

1. Which type of TOE structure (H series TOE or T series TOE) do you think has better combat maneuver capabilities?

a. H series is much better.
b. H series is better.
c. There is no difference between H series and T series.
d. T series is better.
e. T series is much better.

_____
f. Don't know.

2. Which type of TOE structure do you think is better organized for combat support (to include mortars, artillery, ADA, engineers)?

a. H series is much better.
b. H series is better.
c. There is no difference between H series and T series.
d. T series is better
e. T series is much better.

_____
f. Don't know.

3. Which type of TOE structure do you think has the better combat service support system (to include administration, supply, maintenance, medical support)?

a. H series is much better.
b. H series is better.
c. There is no difference between H series and T series.
d. T series is better.
e. T series is much better.

_____
f. Don't know.

4. Which type of TOE structure do you think provides for better command and control?

a. H series is much better.
b. H series is better.
c. There is no difference between H series and T series.
d. T series is better.
e. T series is much better.

_____
f. Don't know.

5. Which type of TOE structure do you think is better in overall combat effectiveness?

a. H series is much better.
b. H series is better
c. There is no difference between H series and T series.
d. T series is better.
e. T series is much better.

f. Don't know.

APPENDIX B

Questions from the Field Test Which Required Subjective Evaluations Using a Rating Scale and Were Included as Part of the Analysis of the Present Report

I. Questions from field test data collection form M-12-1: Brigade/ Battalion Communications. (Completed by "maneuver" evaluators)

6. Fill in number from scale at right which best describes overall communications during the reporting period.

   a. With subordinates?_____

   b. With adjacent units?_____

   c. With higher Hq?_____

1. Very poor
2. Poor
3. Somewhat poor
4. Neutral
5. Somewhat good
6. Good
7. Very good

II. Questions from field test data collection form M-12-2: Effects of Jamming. (Completed by "maneuver" evaluators)

7. Describe the jamming effects and the unit's performance during the period of jamming by filling in the appropriate code from the table at right which best describes.

   a. How well did the unit you are assigned to perform its mission during jamming?_____

   b. The use of unit SOP to overcome jamming was?_____

   c. The method employed by the unit to overcome jamming was?_____

   d. If you were the enemy doing the jamming, how would you rate your own jamming effect on the friendlies?_____

1. Very poor
2. Poor
3. Somewhat poor
4. Neutral
5. Somewhat good
6. Good
7. Very good

III. Questions from field test data collection form M-14-3: Supply of the Unit. (Completed by "maneuver" evaluators)

1. From the table at the right fill in the number which describes resupply of your unit during this 4 hour period.

a. Ammunition supply adequacy was_____

b. Ration supply adequacy was_____

c. Major end item equipment (e.g., a complete tank, APC, TOW launcher) supply adequacy was_____

d. Small arms resupply adequacy was_____

e. Fuel resupply adequacy was_____

f. Water resupply adequacy was_____

1. Very poor
2. Poor
3. Somewhat poor
4. Neutral
5. Somewhat good
6. Good
7. Very good

IV. Questions from field test data collection form M-14-4: Maintenance in the unit. (Completed by "maneuver" evaluators)

1. From the table at the right fill in the number which describes resupply of your unit during this 4 hour period.

a. Adequacy of maintenance on major end item weapon (less TOWs) was_____

b. Adequacy of maintenance on wheeled vehicles was_____

c. Adequacy of maintenance on small arms (less mortars) was_____

d. Adequacy of maintenance on APCs was_____

e. Adequacy of maintenance on tanks (less tank gun and machine guns) was_____

f. Adequacy of maintenance on radios was_____

g. Adequacy of maintenance on TOWs was_____

h. Adequacy of maintenance on mortars was_____

1. Very poor
2. Poor
3. Somewhat poor
4. Neutral
5. Somewhat good
6. Good
7. Very good

V. Questions from field test data collection form S-2-8: Effectiveness of SOP. (Completed by "maintenance" evaluators)

2. Effectiveness of the SOP. (Fill in appropriate number from the scale at right)

a. How well versed are key leaders in the SOP use?_____

b. Whether used or not, how effective are the SOP contents in assisting the DRS unit to perform the mission of:

(1) Offense?_____

(2) Defense?_____

c. How effectively was it actually used during this period?_____

1. Very poor
2. Poor
3. Somewhat poor
4. Neutral
5. Somewhat good
6. Good
7. Very good

VI. Questions from field test data collection form S-3-30: Operational Performance Report. (Completed by "artillery" evaluators)

4. Overall, how well do you feel that the batteries conducted tactical operations?

_____ Very well
_____ Well
_____ Borderline
_____ Poorly
_____ Very poorly

VII. Questions from TCATA Post-test Questionnaire: Field Artillery System. (Completed by Artillery evaluators)

64. Estimate the effectiveness of the direct support field artillery battalion to perform the required tactical operations comprising its mission. (Choose one)

Mission effectiveness

Very effective _____
Effective _____
Borderline _____
Ineffective _____
Very ineffective _____

65. Compared with the H-Series DS battalion, is the T-series FA battalion more or less capable of performing its tactical operations?

Relative capability

Much more _____
More _____
No difference _____
Less _____
Much less _____

66. Estimate the adequacy of the DS field artillery battalion to deliver fires in meeting the requirements for fire support. (Choose one)

Fire support adequacy

Very adequate _____
Adequate _____
Borderline _____
Inadequate _____
Very inadequate _____

67. Compared with the H-Series DS battalion, is the T-Series FA battalion more or less responsive in delivering fire support?

Relative responsiveness

Much more _____
More _____
No difference _____
Less _____
Much less _____

68. Estimate the capability of the field artillery system to perform timely and effective fire support coordination.

Very capable _____
Capable _____
Borderline _____
Incapable _____
Very incapable _____

69. Estimate the capability of the field artillery system to perform timely and effective fire planning.

Very capable _____
Capable _____
Borderline _____
Incapable _____
Very incapable _____

70. Estimate the capability of the field artillery system to perform timely and effective integration of fire support with maneuver and intelligence.

Very capable _____
Capable _____
Borderline _____
Incapable _____
Very incapable _____

71. Compared with the H-Series DS battalion, is the T-Series FA battalion more or less capable of performing timely and effective fire support coordination?

Relative capability

Much More _____
More _____
No difference _____
Less _____
Much less _____

72. Compared with the H-Series DS battalion, is the T-Series FA battalion more or less capable of performing timely and effective fire planning?

Relative capability

Much more _____
More _____
No difference _____
Less _____
Much less _____

73. Compared with the H-Series DS battalion, is the T-Series FA battalion more or less capable of performing timely and effective integration of fire support with maneuver and intelligence?

Relative capability

Much more	_____
More	_____
No difference	_____
Less	_____
Much less	_____

VIII. Questions from TCATA Post-test Questionnaire: Combat Service Support System. (Completed by combat service support evaluators)

Estimate how practical the DRS maintenance and supply concepts are for maneuver and combat support units. (Choose one for each type of function for each type of unit)

	Maneuver units		Combat Spt units	
	79 Maint Concept	80 Supply Concept	81 Maint Concept	82 Supply Concept
Very practical	_____	_____	_____	_____
Practical	_____	_____	_____	_____
Borderline	_____	_____	_____	_____
Impractical	_____	_____	_____	_____
Very impractical	_____	_____	_____	_____

Estimate the effectiveness of the maintenance and supply systems in the maneuver and combat support units. (Choose one for each type of system, for each type of unit)

	Maneuver units		Combat Spt units	
	83 Maint System	84 Supply System	85 Maint System	86 Supply System
Very effective	_____	_____	_____	_____
Effective	_____	_____	_____	_____
Borderline	_____	_____	_____	_____
Ineffective	_____	_____	_____	_____
Very ineffective	_____	_____	_____	_____

87. Estimate the level of efficiency of the consolidated feeding system. (Choose one)

Very efficient _____
Efficient _____
Borderline _____
Inefficient _____
Very inefficient _____

88. Estimate the level of effectiveness of the consolidated feeding system. (Choose one)

Very effective _____
Effective _____
Borderline _____
Ineffective _____
Very ineffective _____

89. Compared to the previous manner of field feeding, is the consolidated feeding system more or less efficient?

Much more efficient _____
More efficient _____
No difference _____
Less efficient _____
Much less efficient _____

90. Compared to the previous manner of field feeding, is the consolidated feeding system more or less effective?

Much more effective _____
More effective _____
No difference _____
Less effective _____
Much less effective _____

92. Estimate the adequacy of your unit's water storage capacity.

Very adequate _____
Adequate _____
Borderline _____
Inadequate _____
Very inadequate _____

93. Compared to the H-Series organization, is the T-Series unit's water storage capacity more or less?

Excessive	_____
More	_____
No difference	_____
Less	_____
Much less	_____

(b. Class III)

94. How adequate is the distribution system for fueling forward in brigade areas? (Choose one)

Very adequate	_____
Adequate	_____
Borderline	_____
Inadequate	_____
Very inadequate	_____

103. Compared to the H-Series organization for logistical support (HHC and CSC), is the T-Series organization (CSS Co and Maint Co) more or less effective?

Much more	_____
More	_____
No difference	_____
Less	_____
Much less	_____

IX. Questions from TCATA Post-test Questionnaire: NBC Defense. (Completed by NBC evaluators)

(b. NBC Defense Company)

104. What was the capability of the NBC Defense Platoon during the test to perform decontamination and NBC recon functions? (Choose one of each function observed)

	Decontamination Function	NBC Recon Function
Very capable	_____	_____
Capable	_____	_____
Borderline	_____	_____
Incapable	_____	_____
Very incapable	_____	_____

105. Estimate the adequacy of the NBC Defense Platoon in general to provide decontamination and NBC recon support to the Brigade during actual NBC operations. (Choose one for each function)

	Decontamination Function	NBC Recon Function
Very adequate	_____	_____
Adequate	_____	_____
Borderline	_____	_____
Inadequate	_____	_____
Very inadequate	_____	_____

106. What was the capability of the NBC Defense Platoon during the test to provide shower point services? (Choose one)

Very capable	_____
Capable	_____
Borderline	_____
Incapable	_____
Very incapable	_____

107. Estimate the adequacy of the NBC Defense Platoon in general to provide shower point and clothing exchange services for the Brigade during combat.

	Shower Point Service	Clothing Exchange Service
Very adequate	_____	_____
Adequate	_____	_____
Borderline	_____	_____
Inadequate	_____	_____
Very inadequate	_____	_____

APPENDIX C

Questions From the Test Which Required
Subjective Evaluations in the Form of a
"Yes" or "No" Response, and Were Included as Part
of the Analysis of the Present Report

I. Question from TCATA Post-test Questionnaire: Field Artillery System. (Completed by artillery evaluators)

74. Overall, which FA organization do you prefer?

H-Series _____

T-Series _____

II. Questions from field test data collection forms S-3-17: Daily FIST Activity Report. (Completed by artillery evaluators)

1. Was every member of the FIST team able to devote not less than 6 hours per day to resting?

Yes_____ No_____

3. Did the FIST prepare fire support plans to support maneuver operations?

Yes_____ No_____

4. Did the FIST share his duties with his NCO?

Yes_____ No_____

5. Did the fire support section experience problems in fire support planning?

Yes_____ No_____

6. Did the fire support section experience other problems in tactical operations?

Yes_____ No_____

7. Did the FIST chief plan targets for the maneuver company?

Yes_____ No_____

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